

Information on the Constitution Revision Vote

On **Sunday, September 27 at 5:30 PM**, all members are encouraged to be present and ready **in the auditorium** to vote on the revised church constitution.

Please note that online voting will not be available for this vote. All members must be present to vote.

The vote will be a paper ballot. The vote will be counted immediately afterward and the results announced that same night.

The wording of the motion from the Deacons is as follows:

Whereas our current constitution has served without major structural revision since 1960;

Whereas our current constitution has placed pastors in subjection to deacons;

Whereas the elders of the church are to shepherd and lead the church under the chief Shepherd, Jesus, according to 2 Peter 5;

Whereas multiple elders can be shepherds over one congregation according to Acts 20;

We, the deacons of 2026, in order to form a more biblical church polity, do hereby recommend the following revised document for adoption by the congregation of Lake Hills Baptist Church.

Should the revised document be adopted by the congregation, we recommend that changes instituted go into effect January 1, 2027.

This packet contains two copies of the constitution. The first copy is on pages 2-22 and shows all suggested changes from the original document.

- If words are struck through and red ~~like this~~, they are proposed to be removed.
- If words are underlined like this, they are proposed to be added.

After the initial document was presented, the Deacons considered feedback from the congregation and made slight adjustments to I.5 (page 3), VII.2.G.iv (page 15), and VII.3.F.iii (page 17). These adjustments are highlighted like this.

The second copy of the constitution in this document is on pages 22-35. This copy shows all the changes as they will be if accepted.

LAKE HILLS BAPTIST CHURCH ARTICLES OF FAITH

(Articles I-XIX have been omitted since no changes are being proposed.)

XX. ... FINAL AUTHORITY FOR MATTERS OF BELIEF AND CONDUCT

The statement of faith does not exhaust the extent of our beliefs. The Bible itself, as the inspired and infallible Word of God that speaks with final authority concerning truth, morality, and the proper conduct of mankind, is the final source of all that we believe and practice. For purposes of Lake Hills Baptist Church's faith, doctrine, practice, policy, and discipline, our ~~Pastor and Board of Deacons~~Council of Elders is our final interpretive authority on the Bible's meaning and application.

LAKE HILLS BAPTIST CHURCH CONSTITUTION

ARTICLE I. GENERAL PROVISIONS

Section 1 - NAME

The name of this church shall be the Lake Hills Baptist Church of Schererville, Indiana (hereinafter "LHBC").

Section 2 - PURPOSE

The purpose of this church shall be the preaching and teaching of the Word of God, the administration of the ordinances of the New Testament, the spiritual growth of its members, ministering to its own community, and the spread of the Gospel in all the earth, by which we mean the winning of lost souls to Jesus Christ.

Section 3 - DECLARATION OF FAITH

The confession of faith of the General Association of Regular Baptist Churches (New Hampshire Confession Revised) as of January 1961 shall be the confession of faith of this church.

Section 4 - REGULAR MEETINGS

- A. The church shall meet regularly every Sunday morning and evening for public worship and every Wednesday evening for prayer, praise and Bible study.
- B. The annual business meeting of the church for the presentation of annual reports and other business shall be held the Wednesday evening following the third Sunday of May.

~~C. The annual election of church officers shall be held on the first Sunday of December. Newly elected officers shall begin on January 1 of the new year.~~

Section 5 - SPECIAL BUSINESS MEETINGS

Special business meetings may be called ~~by the Pastor or the Chairman of the Deacon Board by the Council of Elders, or a majority of the Deacons,~~ or 20% of the active membership of the church.

Section 6 - ~~DEACONS and THEIR ORGANIZATION~~ FINANCIAL REPORTS

By the third Sunday following the end of each fiscal quarter, financial reports from the Missionary Treasurer and the Church Treasurer shall be made available to the church congregation.

Section 7 - PRACTICE and POLICY

No person nor organization of the church shall engage in any practice or policy contrary to the general provisions of the church itself.

ARTICLE II. MEMBERSHIP

Section 1 - ADMISSION of MEMBERS

Candidates for membership may be admitted to the membership:

- A. By letter of recommendation or transfer from another Baptist Church, the candidate having previously been baptized by immersion.
- B. By Christian experience, providing the candidate has been previously baptized by immersion.
- C. By baptism by immersion. ~~After having been given a copy of the church handbook,~~ Every candidate shall give testimony of his or her Christian experience to ~~the Board of Deacons~~ the Council of Elders and shall profess faith in Jesus Christ as Lord and Savior, accept the "Articles of Faith" and practices held by this church, and will approve the intent and purpose set forth in the general terms of the Church Covenant. ~~The pastor and deacons~~ The Council of Elders shall consider the candidate eligible for membership. Upon fulfilling the requirements of baptism, ~~the pastor an Elder~~ shall call for a vote of the membership and a majority vote of those present shall permit the candidate to become a member at the convenience of ~~the pastor~~ the Elders and the membership.

Section 2 - DISMISSAL OF MEMBERS

A church letter of recommendation may be granted to any member in good standing who wishes to unite with any church of like faith and practice, at any regular or special business meeting of the church by a majority vote.

A certificate of Christian character will be granted to any member in good standing wishing to unite with any other evangelical church.

Section 3 - SUSPENSION OF MEMBERS

The following plan shall be followed in taking names off the roll in an effort to keep the roll active and up-to-date:

- ~~A. All information on attendance at services shall be obtained by registration at either of the~~

~~regular Sunday services.~~

~~B.~~ A. When members fail to show interest for a period of six months, in that they have not attended at least three regular services of the church, nor communicated with ~~the pastor or members of the Board of Deacons~~an Elder in such a way as to reveal interest and sincerity, and after due effort has been made in the six months to encourage them to respond, then their names shall be placed on the INACTIVE FELLOWSHIP LIST, after due consideration by ~~the pastor and deacons~~the Council of Elders. If the same condition continues for another six months, their names shall be suspended from the membership of the church, after due consideration by ~~the pastor and the deacons~~the Council of Elders and at a congregational business meeting by a majority vote their names may be removed from the membership. Exceptions to this rule are to be understood in case of the elderly or seriously ill. Distance shall be no excuse as a letter to ~~the pastor or Board of Deacons~~the Council of Elders shall be sufficient to hold membership intact.

It shall be the duty of the ~~Board of Deacons~~Council of Elders to visit those persons on the INACTIVE FELLOWSHIP LIST who reside in this community and shall use every effort to restore such members to active membership during the INACTIVE FELLOWSHIP period of six months.

Any member of this church removing from this community and not having taken his letter to some other church, shall communicate with the church at least once a year, and if said member shall not be heard from for one year, ~~and if~~ said member shall, upon recommendation of the ~~Board of Deacons~~Council of Elders and by majority vote of the church at a regular business meeting, be placed on the INACTIVE FELLOWSHIP LIST and notified by letter by the clerk.

B. A member suspended according to Section 3 (A) of this article may be reinstated in the active membership after he has made adjustments as the ~~pastor and Board of Deacons~~Council of Elders shall recommend.

Section 4 - DISCIPLINE of MEMBERS

- A. ~~The pastor and the Board of Deacons~~The Council of Elders shall constitute a "Committee of Discipline." In the discharge of its duties, the "Committee of Discipline" shall always use kindness, consideration and Christian love throughout the proceeding in such a case.
- B. Any member of the church in good regular standing may prefer charges in writing to the "Committee of Discipline" against any other member who has violated the Covenant or been guilty of immoral or other conduct contrary to the principles and practice of the Lake Hills Baptist Church and unbecoming to a follower of Christ. The "Committee of Discipline" may require a minimum of two witnesses.
- C. In the case of personal differences between members of the church, ~~the Board of Deacons~~the Council of Elders shall recommend that the parties endeavor to settle their differences scripturally in the manner laid down by our Savior in Matthew 18:15-16. If the differences cannot be settled, the persons involved shall be requested to appear before

the "Committee of Discipline." A full and fair hearing shall be given and the committee shall recommend a just settlement of the controversy and shall recommend to the church that those unwilling to accept the decision shall be disciplined or suspended from the membership as the case may warrant. The accused shall have the right of an appeal from the decision of the "Committee of Discipline" and to have a hearing at a stated meeting of the membership before final action is taken.

- D. If any member of this church be opposed to any of the Bible doctrines as accepted and practiced by this church, and uses his or her influence contrary to the best interest of the church, or shall be found walking disorderly, he or she shall be excluded for scriptural reasons. All such cases shall be first investigated by ~~the pastor and deacons~~ the Council of Elders, who which will give such a member ample hearing before rendering a decision. If a member will accept the decision, the case will be closed. Failure on the part of the member to accept the decision will make it necessary for the case to be brought before the church. A majority vote by ballot of the eligible voting members present shall be necessary for such exclusion.

ARTICLE III. FISCAL YEAR

The Fiscal Year of the church shall close on the last day of April.

ARTICLE IV. RULES OF ORDER

Questions of parliamentary order not provided for by specific rule, shall be determined according to Robert's Rules of Order, for the deliberative assemblies, which are hereby adopted as a standard of procedure. All elections of officers shall be by ballot, unless otherwise ordered by unanimous vote, when only one candidate is in nomination for a particular office. All committees shall be appointed by the Moderator unless otherwise ordered. In no case shall vote be taken until ample opportunity for discussion of the question has been given and such discussion encouraged, except as outlined in Article VII, Section 3 (E) and Article VII, Section 4 (B.i.). All motions shall be determined by majority vote of the eligible voting members present unless otherwise herein stipulated.

ARTICLE V. QUORUM

A quorum at all meetings of the membership at which the calling or dismissal of an ~~an pastor~~ Elder are to be considered shall be 20% of the members eligible to vote; in all other cases 20% of the members eligible to vote as defined in Article VI shall constitute a quorum.

ARTICLE VI. VOTING RIGHTS

All active members in good standing, 18 years of age and over, shall have the right to vote at all meetings of the membership.

~~ARTICLE VII. PASTOR~~

~~Section 1--CALLING OF A PASTOR~~

- ~~A. The Board of Deacons shall serve as a "Pulpit Committee" in the calling of a pastor and shall without undue delay investigate and invite to minister at least one Sunday, a man of good report who is a member of a General Association of Regular Baptist Church, or by conviction, accepts the General Association of Regular Baptist Churches' stand and doctrine as defined in the National Constitution of the General Association of Regular Baptist Churches as of January 1961.~~
- ~~B. A pastor shall be called at a special or regular meeting of the church called for that purpose upon a public notice being given from the pulpit two Sundays immediately preceding the date of the meeting. A vote of two thirds (2/3) of the eligible voting membership attending such meeting shall be necessary to constitute a call.~~
- ~~C. To avoid confusion, only one candidate shall be heard and voted upon at a given time.~~

~~Section 2--DISMISSAL OF A PASTOR~~

~~The pastor shall continue in office until he resigns or until his ministry is terminated at a specially called meeting for that purpose in the following manner:~~

~~Should it occur that any considerable number of the membership of the church believe that the ministry of the pastor is completed, a special meeting of the church may be called by a two-thirds vote of the Deacon Board. Notice shall be given from the pulpit for two successive Sundays immediately preceding the date of the meeting. At such a meeting the Moderator shall state that a vote of confidence has been called for but shall allow no public discussion of the matter and shall proceed to take a vote by ballot. A two-thirds affirmative vote of the eligible voting members present shall be necessary to give a vote of confidence, which shall mean that the ministry of the pastor shall continue. Should the vote of confidence not be sustained, it shall thereby be due notice to the pastor that his term of office shall cease at a time not more than one month from the date of vote. However, the Deacon Board shall have authority to terminate the pastor's ministry at any time within the one month period, should they deem it necessary to do so. In such a case, the full one month's salary shall be allowed.~~

~~Section 3--DUTIES OF A PASTOR~~

- ~~A. In addition to his regular duties, the pastor shall serve as an ex-officio member of the Deacon Board and all committees.~~

- ~~B. The pastor shall prepare and present to the Board of Deacons at their monthly meeting a brief account of his activities, including calls.~~
- ~~C. The pastor shall prepare and present at the annual business meeting a comprehensive report of pastoral duties and activities for the past year, such as: confessions of faith, baptisms, special services, weddings, funerals and calls.~~
- ~~D. The pastors of Lake Hills Baptist Church shall only participate in weddings and solemnize marriages between one man and one woman.~~

ARTICLE VIII. OFFICERS OF THE CHURCH

~~**Section 1.** The elective officers of the church shall be deacons. The deacons shall be required to subscribe yearly at the annual meeting or as soon thereafter as possible to the "Articles of Faith" and the "By-Laws" of the church. Upon refusal to do so, his office shall automatically be declared vacant.~~

~~**Section 2.** The appointed offices of the church shall be Church Clerk, Treasurer, Missionary-Treasurer, Financial Secretary, Sunday School Superintendent, and Moderator. These shall be appointed by the Board of Deacons for one-year terms. The appointments may be from the Board of Deacons or from the church at large. They shall be members of high Christian character and maintain standards of separation from worldliness.~~

~~**Section 3.** The Nominating Committee for the Board of Deacons shall consist of two members from the board and two members from the church at large as appointed by the Board of Deacons.~~

~~**Section 4.** It shall be impossible for the Nominating Committee or any member, to place in nomination, any candidate who cannot answer in the affirmative the following questions:~~

- ~~A. Have you publicly confessed Christ as personal Savior and experienced the new birth as set forth in John 3:3-6?~~
- ~~B. Are you in hearty agreement with the Doctrinal Statement of this church and this constitution?~~
- ~~C. Are you living a surrendered, prayerful Christian life, especially as regards to loyal obedience to the moral precepts taught in the Word of God for believers, such as the following:
 - ~~a. Separation from the world or worldly amusements (1 John 2:15-17; James 4:4; Titus 2:11-15)?~~~~

~~b.—Freedom from membership in oath-bound secret organizations or other entangling alliances with unbelievers (2 Corinthians 6:14–17:1)?~~

~~c.—A moral conduct beyond reproach and freedom from carnal indulgence such as the use of intoxicating liquors, tobacco in all its forms and narcotic drugs, all of which are harmful and a stumbling block and are out of harmony with a dedicated life as set forth in Romans 8:12,13; 12:1,2; 13:14; 14:21; Galatians 5:16–25; Ephesians 4:22–24; Colossians 3:1–10; 1 Peter 1:14–16; 1 John 3:5–9?~~

~~d.—Have you been a church member at Lake Hills for six months or longer?~~

~~Section 5—OTHER APPOINTMENTS~~

~~The Board of Deacons shall annually appoint the Church Pianist, Assistant Pianists, the Church Organist, Assistant Organists, the Choir Director, Chief Usher, Assistant Ushers, Chairman of the Flower Committee and Chairman of the Hospitality Committee.~~

ARTICLE IX. DEACONS

~~Section 1—NUMBER OF DEACONS, THEIR TERM AND QUALIFICATIONS.~~

~~The Board of Deacons shall consist of not less than six members. Their term of office shall be for three years. At the expiration of two consecutive terms, members of the Board of Deacons shall not be eligible to serve on the board for at least one year. Deacons shall conduct themselves in a manner above reproach as shown in 1 Timothy 3:8–13; Acts 6:3.~~

~~Section 2—GENERAL DUTIES OF THE DEACONS~~

~~It shall be the duty of the deacons to engage in all spiritual work of the church; seek out such members as need special help and encouragements; inquire into the fitness and qualifications of applicants for membership; visit the sick; distribute the elements of the Lord's Supper; advise and aid the pastor in all matters pertaining to the spiritual interest of the church.~~

~~Section 3—DEACONS and MISSIONS~~

~~The Board of Deacons shall constitute the "Missionary Committee" of the church. It shall be the duty of the deacons to prepare the annual missionary budget for presentation to the church, and it shall be their duty to administer the missionary funds of the church in accordance with the budget requirements. They shall also authorize the disbursements of other missionary funds of the church in accordance with the will of the church or of individual donors. It shall be their duty to investigate missionary enterprises which may be calling for assistance from the church and report their findings to the church; to advise the church as to its various missionary enterprises;~~

and to deal with the important matter of enlisting and mobilizing the entire membership of the church in the missionary work.

~~Section 4--DEACONS and DISCIPLINE~~

The Board of Deacons, together with the pastor, shall constitute the "Disciplinary Committee" of the church. (See Article II, Section 4.)

~~Section 5--DEACONS and PULPIT SUPPLY~~

The Board of Deacons shall constitute the "Pulpit Supply Committee", whose duty it shall be to secure pulpit supplies during pastoral vacancies. It shall be the duty of this committee when the church becomes pastor less to prayerfully seek God's guidance in selecting a man to present to the church as a candidate for the pulpit. It shall be the responsibility of this committee to thoroughly investigate any man before he is presented to the church for action.

~~Section 6--DEACONS and THEIR ORGANIZATION~~

The Board of Deacons shall annually elect a chairman, vice chairman and a secretary to act for the ensuing year. A majority present shall constitute a quorum, and the board shall meet once a month. It shall make a report of its work at each annual meeting and at any other business meeting when so directed by the church.

~~Section 7--DEACONS and MEMBERSHIP~~

The Board of Deacons, with the pastor, shall serve as a "Committee on Church Membership." When a member becomes delinquent in church attendance, or shall walk disorderly as stated in Sections three and four under Article II, it shall be the duty of the Deacons, after prayerful consideration, to take the necessary action needed for the good of the church.

~~Section 8--GENERAL DUTIES OF THE DEACONS REGARDING PHYSICAL MATTERS~~

The Board of Deacons shall manage and administer all secular and temporal affairs of the church. They shall supervise the care and maintenance of all buildings and property of every kind that belongs to the church, but they shall not sell, mortgage or otherwise encumber the real estate of the church without the authorization of the majority vote of the members present at a meeting of the church called for that purpose, notice thereof having been given from the pulpit at two consecutive Sunday morning services immediately preceding the meeting.

The Board of Deacons shall be custodian of all trust funds of the church and they have the power to invest such funds in proper and safe security, being responsible to the church for said funds at all times. They shall have full responsibility of the accounting and banking of all church funds.

~~The Board of Deacons shall be responsible for the disbursement of all church monies. They shall endeavor to keep the church treasury supplied with funds for the payment of current bills and other indebtedness of the church.~~

~~The Board of Deacons shall secure a safety deposit box or other receptacle for the safe keeping of all important papers such as deeds, mortgages, notes, insurance policies, etc.~~

~~The Board of Deacons shall select auditors to check the financial affairs of the church a sufficient time before the end of the fiscal year, or any other time necessary, so that the auditors may be able to report to the Deacons prior to the annual meeting of the church membership.~~

~~The Board of Deacons shall recommend a proposed expense budget to the membership at the annual meeting. The budget is for the coming fiscal year and is to be acted upon by the membership.~~

~~The Board of Deacons shall have power to employ a caretaker and shall fix salaries of all employees chosen by the board.~~

~~Section 9 – DEACONS and REPAIRS TO CHURCH PROPERTY~~

~~The Board of Deacons of the church shall be authorized to make necessary repairs to all church property. Major repairs, additions, and alterations shall be referred to the church membership.~~

~~Section 10 – USE OF THE CHURCH BUILDINGS~~

~~The use of the church buildings by other outside organizations will be at the discretion of the Board of Deacons. No secret society shall be permitted to hold services in the church. The burial services of any person so connected may be held at the church if conducted by an approved minister of the Gospel. The secret society may take charge of the service after the body leaves the church.~~

ARTICLE VII. OFFICERS OF THE CHURCH

Section 1 - GENERAL STATEMENT

The biblical offices of the church are Elders and Deacons. (Elders may also be referred to as “Pastor” or “Overseer.”) The Elders collectively constitute the Council of Elders and are the legal directors of the church. Elders and Deacons shall be called to office by vote of the membership of the church as described in Section 2 (F) and Section 3 (E) of this article. All Elders and Deacons of the church shall be members in good standing. The church also recognizes additional administrative positions and may employ additional personnel as described in Article IX of this document.

Section 2 – ELDERS

A. Qualifications

Elders and nominees for Elder shall be men of demonstrable godly character, above reproach in public and private, and committed to willingly and eagerly shepherding the flock of God and to teaching and guarding sound doctrine. Elders and nominees will exemplify the biblical characteristics of an elder-overseer in 1 Timothy 3:1-7, Titus 1:5-9, and 1 Peter 5:1-4 and will affirm the Articles of Faith of LHBC. Non-staff Elder nominees and their wives (if married) will be members in good standing for at least one year.

B. Responsibilities

i. The fundamental responsibility of the Elders is to shepherd the people of LHBC. The Elders are responsible for teaching the Word and overseeing the church as godly servant-leaders. The responsibilities of the Elders shall include:

- teaching the whole counsel of God both formally and informally
- praying for and providing spiritual care for the members
- equipping the membership of the church for the work of the ministry
- conducting worship services
- administering the ordinances of the Gospel
- examining prospective members and candidates for baptism and acquainting them with the Articles of Faith and Church Covenant of LHBC
- correcting error
- overseeing the process of church discipline
- mobilizing the church for world missions
- presenting to the congregation potential missionary partnerships
- maintaining existing missionary partnerships

- overseeing the work of the Deacons, staff, and appointed church agents and committees
- stewarding church monies
- examining prospective candidates for office
- hiring full-time, non-elder staff
- overseeing, coordinating, and promoting the ministries of the church
- scheduling and providing a Moderator for business meetings
- providing for reporting and recording of official church business

ii. The Elders of LHBC shall only participate in weddings and solemnize marriages between one man and one woman, in accordance with the LHBC Articles of Faith.

C. Composition

i. The Council of Elders comprises staff Elders and non-staff Elders. Staff Elders are men who receive financial compensation from the church as they fulfill God's call to the specific ministries of the Word, prayer, and shepherding the flock. In addition to the duties of their office as described in Section 2 (B) of this article, staff Elders shall perform the duties determined by the Council of Elders and approved by the congregation. The duties shall be in writing at the time of employment and substantial changes shall be approved by the church.

ii. Non-staff Elders are men recommended by the Council of Elders and called by the church who serve voluntarily without financial support from the church as they fulfill God's call to the specific ministries of the Word, prayer, and shepherding the flock.

iii. Non-staff Elders shall equal or outnumber staff Elders. In the event that there are too few non-staff Elders to carry out the functions of this constitution, the Chairman and Vice-Chairman of the Deacons may temporarily act as non-staff Elders for that purpose.

D. Sabbaticals

All non-staff Elders will have the opportunity to take a sabbatical as needed and approved by the Council of Elders. Staff elders may take up to a three-month paid sabbatical every seven years. If a sabbatical is given, the Council of Elders shall ensure that all duties of the Elder on sabbatical are entrusted to others as they determine.

E. Selection

i. Any active member of LHBC may present recommendations of men to the Council of Elders for the office of Elder.

ii. When the need arises to add or replace a staff Elder, in addition to the process outlined

below, before offering employment, the finances needed for compensation and benefits must be approved by the membership either through the annual budgetary approval process or through an amendment to the budget at a special business meeting.

iii. The Council of Elders shall oversee the process of finding staff elders.

iv. Before presenting a man to the membership as a new candidate for Elder, the Council of Elders shall thoroughly investigate his qualifications for the office, according to 1 Timothy 3:1-7, Titus 1:5-9, and 1 Peter 5:1-4. The Council of Elders, if in at least three-fourths agreement about the candidate's eligibility, shall present information about the candidate and his family (if applicable) and evidence for his biblical qualifications to the membership at least one month before a scheduled vote of affirmation. The members shall also have adequate opportunity to personally witness the candidate's ministry and interact with him before a scheduled vote of affirmation.

v. Any objection to the man's appointment should be brought to two or more Elders privately, who shall then relay that information to the Council of Elders. If no objections are received, or if such objections are found to be insufficient for disqualification by the Council of Elders, a vote of affirmation shall be scheduled.

F. Call by the Church

i. The members shall call staff Elders and non-staff Elders (1) by ballot upon recommendation of the Council of Elders and (2) by at least a two-thirds vote of those members present and voting at a business meeting. Oral notice of any such meeting, stating its object, shall be given from the pulpit on the two successive Sundays preceding the meeting. Notice shall also be given by mail (electronic or otherwise) to the membership at least two weeks before the meeting.

ii. Non-staff Elders shall stand for reaffirmation not later than the third annual business meeting following their call or previous reaffirmation. Reaffirmation of non-staff Elders shall be by two-thirds vote of those members present and voting at the meeting.

iii. Staff Elders shall not require reaffirmation.

iv. When a staff Elder is called by the congregation and accepts the invitation, it shall be understood that he and his wife (if married) are simultaneously admitted into the membership of the church.

G. Organization

i. The Council of Elders shall organize itself however it determines best to achieve the mission of the church. The Elders shall be equal in authority but may be specialized in function. Functional areas of ministry may include, but are not limited to, preaching and

leadership, teaching, discipleship, students, music, and counseling.

ii. One Elder shall be recognized by the membership as the Pastor for Preaching and Leadership, who shall focus primarily on the preaching and teaching of God's Word and leadership of staff. He and a Deacon appointed to finances shall have authority to approve financial transactions. He shall hire and set wages of all part-time employees (staff Elders excluded).

iii. Non-staff Elders and at least two Deacons shall set wages of all salaried employees.

iv. Meetings of the Council of Elders may be held at any location and may be conducted by means of electronic communication through which the Elders may simultaneously hear each other. Unless the Council of Elders provides otherwise, meetings of the Council of Elders may be held immediately upon notice. The Council of Elders shall annually select its Chairman, Vice-Chairman, and Secretary from among its non-staff Elders. The Council of Elders shall meet at least monthly. An absolute majority of the Council of Elders shall constitute a quorum. The Council of Elders are responsible for establishing and following their own procedural rules, as to the number required for a quorum and other internal procedural matters.

Section 3 - DEACONS

A. Qualifications

Deacons and nominees for Deacon shall be men who demonstrate godly character and a willingness to serve the church. Deacons and their wives (if married) will be members in good standing for at least six months, exemplify the godly characteristics set forth in 1 Timothy 3:8-12 and Acts 6:3, and will affirm the Articles of Faith of LHBC. Employment of an individual or his wife by the church is not a disqualification for serving as a deacon.

B. Responsibilities

i. The Deacons shall advise and assist the Elders in any service that shall support and promote the ministry of the Word, new and existing ministries of the church, and the care for the members of the congregation. Areas of service shall be:

- benevolence
- finances
- maintenance of grounds and property
- assistance with ordinances
- missions
- security
- prepare and recommend an Elder-approved annual expense budget to the

- membership for a vote of approval at the annual meeting
- other such services as the Council of Elders deems necessary

ii. The Deacons shall select auditors to check the financial affairs of the church a sufficient time before the end of the fiscal year, or any other time necessary, so that the auditors may be able to report to the Deacons and the Council of Elders prior to the annual meeting.

C. Composition

The number of Deacons shall be determined by the needs of the church and by the willingness and qualification of men and their wives (if married) from among the membership.

D. Selection

i. Any active member of LHBC may present recommendations of men to the Council of Elders for the office of Deacon.

ii. A nominating committee consisting of one elder, one deacon, and three active members at large shall be appointed by the Council of Elders to nominate candidates for the office of Deacon.

iii. Before being presented to the membership as a new candidate for Deacon, the Council of Elders shall thoroughly investigate the man's qualifications for the office according to 1 Timothy 3:8-12 and Acts 6:3. The Council of Elders, if in at least three-fourths agreement about the candidate's eligibility, shall present information about the candidate and his family (if applicable) and evidence for his biblical qualifications to the membership at least one month before the scheduled vote of affirmation.

iv. Any objection to the man's appointment should be brought to two or more Elders privately, who shall then relay that information to the Council of Elders. If no objections are received, or if such objections are found to be insufficient for disqualification by the Council of Elders, the candidate shall be presented to the membership for a vote.

v. The Council of Elders shall determine the number of Deacon candidates needed.

E. Call by the Church

The annual election of Deacons shall be held during the week starting the first Sunday of December. Newly elected Deacons shall begin their terms of office on January 1. The members shall elect Deacons (1) by ballot upon recommendation of the Council of Elders and (2) by two-thirds vote of approval in an election with at least 20% of the membership

of the church voting. Their term of office shall be for three years. At the expiration of two consecutive terms, Deacons shall not be eligible to serve for at least one year.

F. Organization

i. The Deacons shall annually elect a Chairman, Vice Chairman, and Secretary to act for the ensuing year.

ii. Under the oversight of the Council of Elders, the Deacons shall collectively organize themselves however they determine to be best to achieve the mission of the church. The Deacons shall designate specific Deacons or groups of Deacons to specialize in particular diaconal functions, including those listed in Section 3 (B) of this article.

iii. An absolute majority of the Deacons shall constitute a quorum. The Deacons are responsible for establishing and following their own procedural rules as to frequency and manner of meetings, the number required for a quorum, and other internal procedural matters. The Deacons shall present the procedures and designated functions of the Deacons to the Council of Elders for approval no later than January 31 each year. The Deacons shall report their work to the Council of Elders as requested.

Section 4 - REMOVAL

A. Resignation

Elders or Deacons may resign their office at any time if they find they are no longer qualified, able, or willing to discharge the duties of the office.

B. Grievance

i. Where a grievance exists against an Elder or Deacon due to teaching contrary to the Articles of Faith of LHBC or to alleged conduct unfitting an Elder or Deacon, such grievance may be brought before the Council of Elders by any two members in good standing. If the Council of Elders, after thorough investigation and consideration, believes the grievance to be true and substantial, the Council of Elders may suspend the Elder or Deacon from his duties. The call of the Elder or Deacon may then be terminated at any business meeting upon the recommendation of the Council of Elders when supported by closed ballot of a majority of those members of the church present and voting at such meeting. Oral notice of any such meeting, stating its object, shall be given from the pulpit on the two successive Sundays preceding the meeting. Notice shall also be given by mail (electronic or otherwise) to the membership at least two weeks before the meeting.

ii. If the call of any staff Elder is terminated, employment of the staff Elder is also immediately terminated.

iii. The terminated Elder or Deacon also may be subject to church discipline as a member.

C. Lack of Reaffirmation

If a non-staff Elder is not reaffirmed according to Section 2 (F) of this article, his call is terminated.

ARTICLE VIII. CHURCH PROPERTY

Section 1 – USE OF THE CHURCH BUILDINGS

The church's buildings and facilities were provided through God's benevolence and by the sacrificial generosity of church members. The church desires that its facilities be used for the fellowship of the Body of Christ and to bring God glory. While we do make our facilities available for use by church members based upon availability, the church's buildings and facilities are not open for use by the public for loan, rental, or for private events.

Facility use will not be permitted to persons or groups holding, advancing, or advocating beliefs or practices that conflict with the church's faith or moral teachings, which are summarized in, among other places, the church's constitution and bylaws. Nor may church facilities be used for activities that contradict or are deemed inconsistent with the church's faith or moral teachings.

Because God has ordained marriage and defined it as the covenant relationship between a man, a woman, and Himself, ~~Lake Hills Baptist Church~~LHBC will only recognize marriages between a ~~biological~~ man and a ~~biological~~ woman, in accordance with the LHBC Articles of Faith. Therefore, the facilities and property of ~~Lake Hills Baptist Church~~LHBC shall only host weddings between one man and one woman, at least one of which is a member in good standing of the ~~Lake Hills Baptist Church~~LHBC. The ~~Pastor and Board of Deacons~~Council of Elders are is the final authority concerning use of church facilities, in accordance with the provisions of the constitution and policies of ~~Lake Hills Baptist Church~~LHBC.

This restricted facility-use policy is necessary for two important reasons. First, the church may not in good conscience materially cooperate in activities or beliefs that are contrary to its faith. Allowing its facilities to be used for purposes that contradict the church's beliefs would be material cooperation with that activity and would be a grave violation of the church's faith and religious practice (2 Cor 6:14; 1 Thess 5:22). Second, it is very important that the church present a consistent message to the community, and that the church staff and members conscientiously maintain that message as part of their witness to the Gospel of Jesus Christ. Allowing facilities to be used by groups or persons who express beliefs or engage in practices contrary to the church's faith would have a severe, negative impact on the message that the church strives to promote. It could also cause confusion and scandal to church members and the community because they may reasonably perceive that by allowing use of our facilities, the church agrees with the beliefs or

practices of the persons or groups using its facilities.

Therefore, in no event shall persons or groups who hold, advance, or advocate beliefs, or advance, advocate, or engage in practices that contradict the church's faith, use any church facility. Nor may church facilities be used in any way that contradicts the church's faith. This policy applies to all church facilities, regardless of whether the facilities are connected to the church's sanctuary, because the church sees all of its property as holy and set apart to worship God (Col 3:17).

Section 2 – REPAIR, SALE, AND PURCHASE

The members shall have sole authority by majority vote to sell, mortgage, or otherwise encumber the real estate of the church at a meeting of the church called for that purpose, notice thereof having been given from the pulpit at two consecutive Sunday morning services immediately preceding the meeting.

Major repairs, additions, and alterations shall be referred to the church membership.

ARTICLE IX. ADDITIONAL ADMINISTRATIVE POSITIONS AND PERSONNEL

Section 1 - GENERAL STATEMENT

The appointed positions of the church shall be Church Clerk, Treasurer, Missionary Treasurer, Financial Secretary, ~~Sunday School Superintendent~~Teacher, and Moderator. These shall be appointed by the ~~Board of Deacons~~Council of Elders for one-year terms. The appointments may be Deacons or from the church at large. They shall be members of high Christian character and maintain standards of separation from worldliness.

Section 2 - CHURCH CLERK

It shall be the duty of the Church Clerk to keep exact record of all business meetings of the church. The Clerk shall keep a complete register of the members, shall make out all letters of dismissal, and conduct such correspondence as may be directed by the Council of Elders.

Section 3 - MODERATOR

Duties:

1. He shall preside at all regular and special business meetings of the church.
2. In his absence the church shall choose a moderator pro tem.
3. He shall appoint all committees not otherwise designated.

Section 4 - CHURCH TREASURER

The Church Treasurer shall pay, from the church funds, regular bills and salaries as approved ~~by the deacons~~, providing that funds collected for a specific purpose shall be disbursed accordingly. The Church Treasurer shall keep a true and fair book of accounts and shall make a full report to the ~~Board of Deacons~~ Council of Elders at its regular meetings, to the Deacons as requested, and to the church at its regular and annual business meetings.

Section 5 - MISSIONARY TREASURER

The Missionary Treasurer shall disburse all monies designated for missionary purposes in accordance with the missionary budget of the church, the action of the ~~Missionary Committee~~ Council of Elders, or as designated by an individual donor, provided it does not conflict with any policy of the church, in which case the gift shall be returned to the donor. The Missionary Treasurer shall keep a true and fair book of accounts and shall make a full report to ~~the regular meetings of the Missionary Committee~~ Council of Elders at its regular meetings, to the Deacons as requested, and ~~the regular quarterly business meeting and at~~ the annual business meetings of the church.

Section 6 - ~~SUNDAY SCHOOL SUPERINTENDENT~~ TEACHER

~~A. The Sunday School Superintendent Teachers shall be responsible for the general oversight of the Sunday School and shall perform all duties usually associated with that office for biblical teaching not in contradiction with the Articles of Faith of LHBC.~~

~~B. All teachers and officers of the Sunday School shall be members in good standing of the church and shall be appointed by the Sunday School Superintendent, subject to the approval of the Board of Deacons and the pastor.~~

Section 7 - FINANCIAL SECRETARY

- A. As soon as possible after the election of officers the Deacons shall appoint one of their number and one from the church at large to act as financial secretaries in the counting of all church monies received. A record of all monies shall be kept, and all monies shall be deposited to the church account in a bank selected by the Deacons for disbursement by the Treasurer. This will permit an accurate audit of the Treasurer's books.
- B. It shall be the duty of the Financial Secretaries to keep a record of offerings and names or numbers of individual givers. They shall also see that each member is supplied with offering envelopes.

~~Section 8 - TRUSTEES~~

~~Three Trustees shall be recorded with the Clerk of the Court. They shall be members of the Board of Deacons and selected by the Board.~~

Section 8 - CHOIR

Those singing in the Adult Church Choir shall be members of the church and living consistent Christian lives.

Section 9 - AUXILIARIES

Any course of action by an auxiliary organization of the church or Sunday school shall be subject to review by the ~~Board of Deacons~~Council of Elders and approval by the church.

ARTICLE X. AMENDMENTS

This constitution may be amended at any regular business meeting of the church or at a meeting called for that purpose by a two-thirds vote of eligible voting members present, provided notice of such an amendment shall have been given from the pulpit of three consecutive Sundays preceding the meeting.

LAKE HILLS BAPTIST CHURCH
ARTICLES OF FAITH

(Articles I-XIX have been omitted since no changes are being proposed.)

XX. ... FINAL AUTHORITY FOR MATTERS OF BELIEF AND CONDUCT

The statement of faith does not exhaust the extent of our beliefs. The Bible itself, as the inspired and infallible Word of God that speaks with final authority concerning truth, morality, and the proper conduct of mankind, is the final source of all that we believe and practice. For purposes of Lake Hills Baptist Church's faith, doctrine, practice, policy, and discipline, our Council of Elders is our final interpretive authority on the Bible's meaning and application.

LAKE HILLS BAPTIST CHURCH CONSTITUTION

ARTICLE I. GENERAL PROVISIONS

Section 1 - NAME

The name of this church shall be the Lake Hills Baptist Church of Schererville, Indiana (hereinafter "LHBC").

Section 2 - PURPOSE

The purpose of this church shall be the preaching and teaching of the Word of God, the administration of the ordinances of the New Testament, the spiritual growth of its members, ministering to its own community, and the spread of the Gospel in all the earth, by which we mean the winning of lost souls to Jesus Christ.

Section 3 - DECLARATION OF FAITH

The confession of faith of the General Association of Regular Baptist Churches (New Hampshire Confession Revised) as of January 1961 shall be the confession of faith of this church.

Section 4 - REGULAR MEETINGS

- A.** The church shall meet regularly every Sunday morning and evening for public worship and every Wednesday evening for prayer, praise and Bible study.
- B.** The annual business meeting of the church for the presentation of annual reports and other business shall be held the Wednesday evening following the third Sunday of May.

Section 5 - SPECIAL BUSINESS MEETINGS

Special business meetings may be called by the Council of Elders, a majority of the Deacons, or 20% of the active membership of the church.

Section 6 - FINANCIAL REPORTS

By the third Sunday following the end of each fiscal quarter, financial reports from the Missionary Treasurer and the Church Treasurer shall be made available to the church congregation.

Section 7 - PRACTICE and POLICY

No person nor organization of the church shall engage in any practice or policy contrary to the

general provisions of the church itself.

ARTICLE II. MEMBERSHIP

Section 1 - ADMISSION of MEMBERS

Candidates for membership may be admitted to the membership:

- A.** By letter of recommendation or transfer from another Baptist Church, the candidate having previously been baptized by immersion.
- B.** By Christian experience, providing the candidate has been previously baptized by immersion.
- C.** By baptism by immersion. Every candidate shall give testimony of his or her Christian experience to the Council of Elders and shall profess faith in Jesus Christ as Lord and Savior, accept the "Articles of Faith" and practices held by this church, and will approve the intent and purpose set forth in the general terms of the Church Covenant. The Council of Elders shall consider the candidate eligible for membership. Upon fulfilling the requirements of baptism, an Elder shall call for a vote of the membership and a majority vote of those present shall permit the candidate to become a member at the convenience of the Elders and the membership.

Section 2 - DISMISSAL OF MEMBERS

A church letter of recommendation may be granted to any member in good standing who wishes to unite with any church of like faith and practice, at any regular or special business meeting of the church by a majority vote.

A certificate of Christian character will be granted to any member in good standing wishing to unite with any other evangelical church.

Section 3 - SUSPENSION OF MEMBERS

The following plan shall be followed in taking names off the roll in an effort to keep the roll active and up-to-date:

- A.** When members fail to show interest for a period of six months, in that they have not attended at least three regular services of the church, nor communicated with an Elder in such a way as to reveal interest and sincerity, and after due effort has been made in the six months to encourage them to respond, then their names shall be placed on the INACTIVE FELLOWSHIP LIST, after due consideration by the Council of Elders. If the same condition continues for another six months, their names shall be suspended from the

membership of the church, after due consideration by the Council of Elders and at a congregational business meeting by a majority vote their names may be removed from the membership. Exceptions to this rule are to be understood in case of the elderly or seriously ill. Distance shall be no excuse as a letter to the Council of Elders shall be sufficient to hold membership intact.

It shall be the duty of the Council of Elders to visit those persons on the INACTIVE FELLOWSHIP LIST who reside in this community and shall use every effort to restore such members to active membership during the INACTIVE FELLOWSHIP period of six months.

Any member of this church removing from this community and not having taken his letter to some other church, shall communicate with the church at least once a year, and if said member shall not be heard from for one year, said member shall, upon recommendation of the Council of Elders and by majority vote of the church at a regular business meeting, be placed on the INACTIVE FELLOWSHIP LIST and notified by letter by the clerk.

- B. A member suspended according to Section 3 (A) of this article may be reinstated in the active membership after he has made adjustments as the Council of Elders shall recommend.

Section 4 - DISCIPLINE of MEMBERS

- A. The Council of Elders shall constitute a "Committee of Discipline." In the discharge of its duties, the "Committee of Discipline" shall always use kindness, consideration and Christian love throughout the proceeding in such a case.
- B. Any member of the church in good regular standing may prefer charges in writing to the "Committee of Discipline" against any other member who has violated the Covenant or been guilty of immoral or other conduct contrary to the principles and practice of the Lake Hills Baptist Church and unbecoming to a follower of Christ. The "Committee of Discipline" may require a minimum of two witnesses.
- C. In the case of personal differences between members of the church, the Council of Elders shall recommend that the parties endeavor to settle their differences scripturally in the manner laid down by our Savior in Matthew 18:15-16. If the differences cannot be settled, the persons involved shall be requested to appear before the "Committee of Discipline." A full and fair hearing shall be given and the committee shall recommend a just settlement of the controversy and shall recommend to the church that those unwilling to accept the decision shall be disciplined or suspended from the membership as the case may warrant. The accused shall have the right of an appeal from the decision of the "Committee of Discipline" and to have a hearing at a stated meeting of the membership before final action is taken.

- D.** If any member of this church be opposed to any of the Bible doctrines as accepted and practiced by this church, and uses his or her influence contrary to the best interest of the church, or shall be found walking disorderly, he or she shall be excluded for scriptural reasons. All such cases shall be first investigated by the Council of Elders, which will give such a member ample hearing before rendering a decision. If a member will accept the decision, the case will be closed. Failure on the part of the member to accept the decision will make it necessary for the case to be brought before the church. A majority vote by ballot of the eligible voting members present shall be necessary for such exclusion.

ARTICLE III. FISCAL YEAR

The Fiscal Year of the church shall close on the last day of April.

ARTICLE IV. RULES OF ORDER

Questions of parliamentary order not provided for by specific rule, shall be determined according to Robert's Rules of Order, for the deliberative assemblies, which are hereby adopted as a standard of procedure. All elections of officers shall be by ballot, unless otherwise ordered by unanimous vote, when only one candidate is in nomination for a particular office. All committees shall be appointed by the Moderator unless otherwise ordered. In no case shall vote be taken until ample opportunity for discussion of the question has been given and such discussion encouraged, except as outlined in Article VII, Section 3 (E) and Article VII, Section 4 (B.i.). All motions shall be determined by majority vote of the eligible voting members present unless otherwise herein stipulated.

ARTICLE V. QUORUM

A quorum at all meetings of the membership at which the calling or dismissal of an Elder are to be considered shall be 20% of the members eligible to vote; in all other cases 20% of the members eligible to vote as defined in Article VI shall constitute a quorum.

ARTICLE VI. VOTING RIGHTS

All active members in good standing, 18 years of age and over, shall have the right to vote at all meetings of the membership.

ARTICLE VII. OFFICERS OF THE CHURCH

Section 1 - GENERAL STATEMENT

The biblical offices of the church are Elders and Deacons. (Elders may also be referred to as “Pastor” or “Overseer.”) The Elders collectively constitute the Council of Elders and are the legal directors of the church. Elders and Deacons shall be called to office by vote of the membership of the church as described in Section 2 (F) and Section 3 (E) of this article. All Elders and Deacons of the church shall be members in good standing. The church also recognizes additional administrative positions and may employ additional personnel as described in Article IX of this document.

Section 2 - ELDERS

A. Qualifications

Elders and nominees for Elder shall be men of demonstrable godly character, above reproach in public and private, and committed to willingly and eagerly shepherding the flock of God and to teaching and guarding sound doctrine. Elders and nominees will exemplify the biblical characteristics of an elder-overseer in 1 Timothy 3:1-7, Titus 1:5-9, and 1 Peter 5:1-4 and will affirm the Articles of Faith of LHBC. Non-staff Elder nominees and their wives (if married) will be members in good standing for at least one year.

B. Responsibilities

i. The fundamental responsibility of the Elders is to shepherd the people of LHBC. The Elders are responsible for teaching the Word and overseeing the church as godly servant-leaders. The responsibilities of the Elders shall include:

- teaching the whole counsel of God both formally and informally
- praying for and providing spiritual care for the members
- equipping the membership of the church for the work of the ministry
- conducting worship services
- administering the ordinances of the Gospel
- examining prospective members and candidates for baptism and acquainting them with the Articles of Faith and Church Covenant of LHBC
- correcting error
- overseeing the process of church discipline
- mobilizing the church for world missions
- presenting to the congregation potential missionary partnerships
- maintaining existing missionary partnerships
- overseeing the work of the Deacons, staff, and appointed church agents and committees
- stewarding church monies

- examining prospective candidates for office
- hiring full-time, non-elder staff
- overseeing, coordinating, and promoting the ministries of the church
- scheduling and providing a Moderator for business meetings
- providing for reporting and recording of official church business

ii. The Elders of LHBC shall only participate in weddings and solemnize marriages between one man and one woman, in accordance with the LHBC Articles of Faith.

C. Composition

i. The Council of Elders comprises staff Elders and non-staff Elders. Staff Elders are men who receive financial compensation from the church as they fulfill God's call to the specific ministries of the Word, prayer, and shepherding the flock. In addition to the duties of their office as described in Section 2 (B) of this article, staff Elders shall perform the duties determined by the Council of Elders and approved by the congregation. The duties shall be in writing at the time of employment and substantial changes shall be approved by the church.

ii. Non-staff Elders are men recommended by the Council of Elders and called by the church who serve voluntarily without financial support from the church as they fulfill God's call to the specific ministries of the Word, prayer, and shepherding the flock.

iii. Non-staff Elders shall equal or outnumber staff Elders. In the event that there are too few non-staff Elders to carry out the functions of this constitution, the Chairman and Vice-Chairman of the Deacons may temporarily act as non-staff Elders for that purpose.

D. Sabbaticals

All non-staff Elders will have the opportunity to take a sabbatical as needed and approved by the Council of Elders. Staff elders may take up to a three-month paid sabbatical every seven years. If a sabbatical is given, the Council of Elders shall ensure that all duties of the Elder on sabbatical are entrusted to others as they determine.

E. Selection

i. Any active member of LHBC may present recommendations of men to the Council of Elders for the office of Elder.

ii. When the need arises to add or replace a staff Elder, in addition to the process outlined below, before offering employment, the finances needed for compensation and benefits must be approved by the membership either through the annual budgetary approval process or through an amendment to the budget at a special business meeting.

- iii. The Council of Elders shall oversee the process of finding staff elders.
- iv. Before presenting a man to the membership as a new candidate for Elder, the Council of Elders shall thoroughly investigate his qualifications for the office, according to 1 Timothy 3:1-7, Titus 1:5-9, and 1 Peter 5:1-4. The Council of Elders, if in at least three-fourths agreement about the candidate's eligibility, shall present information about the candidate and his family (if applicable) and evidence for his biblical qualifications to the membership at least one month before a scheduled vote of affirmation. The members shall also have adequate opportunity to personally witness the candidate's ministry and interact with him before a scheduled vote of affirmation.
- v. Any objection to the man's appointment should be brought to two or more Elders privately, who shall then relay that information to the Council of Elders. If no objections are received, or if such objections are found to be insufficient for disqualification by the Council of Elders, a vote of affirmation shall be scheduled.

F. Call by the Church

- i. The members shall call staff Elders and non-staff Elders (1) by ballot upon recommendation of the Council of Elders and (2) by at least a two-thirds vote of those members present and voting at a business meeting. Oral notice of any such meeting, stating its object, shall be given from the pulpit on the two successive Sundays preceding the meeting. Notice shall also be given by mail (electronic or otherwise) to the membership at least two weeks before the meeting.
- ii. Non-staff Elders shall stand for reaffirmation not later than the third annual business meeting following their call or previous reaffirmation. Reaffirmation of non-staff Elders shall be by two-thirds vote of those members present and voting at the meeting.
- iii. Staff Elders shall not require reaffirmation.
- iv. When a staff Elder is called by the congregation and accepts the invitation, it shall be understood that he and his wife (if married) are simultaneously admitted into the membership of the church.

G. Organization

- i. The Council of Elders shall organize itself however it determines best to achieve the mission of the church. The Elders shall be equal in authority but may be specialized in function. Functional areas of ministry may include, but are not limited to, preaching and leadership, teaching, discipleship, students, music, and counseling.
- ii. One Elder shall be recognized by the membership as the Pastor for Preaching and

Leadership, who shall focus primarily on the preaching and teaching of God's Word and leadership of staff. He and a Deacon appointed to finances shall have authority to approve financial transactions. He shall hire and set wages of all part-time employees (staff Elders excluded).

iii. Non-staff Elders and at least two Deacons shall set wages of all salaried employees.

iv. Meetings of the Council of Elders may be held at any location and may be conducted by means of electronic communication through which the Elders may simultaneously hear each other. Unless the Council of Elders provides otherwise, meetings of the Council of Elders may be held immediately upon notice. The Council of Elders shall annually select its Chairman, Vice-Chairman, and Secretary from among its non-staff Elders. The Council of Elders shall meet at least monthly. An absolute majority of the Council of Elders shall constitute a quorum. The Council of Elders is responsible for establishing and following its own procedural rules.

Section 3 - DEACONS

A. Qualifications

Deacons and nominees for Deacon shall be men who demonstrate godly character and a willingness to serve the church. Deacons and their wives (if married) will be members in good standing for at least six months, exemplify the godly characteristics set forth in 1 Timothy 3:8-12 and Acts 6:3, and will affirm the Articles of Faith of LHBC. Employment of an individual or his wife by the church is not a disqualification for serving as a deacon.

B. Responsibilities

i. The Deacons shall advise and assist the Elders in any service that shall support and promote the ministry of the Word, new and existing ministries of the church, and the care for the members of the congregation. Areas of service shall be:

- benevolence
- finances
- maintenance of grounds and property
- assistance with ordinances
- missions
- security
- prepare and recommend an Elder-approved annual expense budget to the membership for a vote of approval at the annual meeting
- other such services as the Council of Elders deems necessary

ii. The Deacons shall select auditors to check the financial affairs of the church a

sufficient time before the end of the fiscal year, or any other time necessary, so that the auditors may be able to report to the Deacons and the Council of Elders prior to the annual meeting.

C. Composition

The number of Deacons shall be determined by the needs of the church and by the willingness and qualification of men and their wives (if married) from among the membership.

D. Selection

i. Any active member of LHBC may present recommendations of men to the Council of Elders for the office of Deacon.

ii. A nominating committee consisting of one elder, one deacon, and three active members at large shall be appointed by the Council of Elders to nominate candidates for the office of Deacon.

iii. Before being presented to the membership as a new candidate for Deacon, the Council of Elders shall thoroughly investigate the man's qualifications for the office according to 1 Timothy 3:8-12 and Acts 6:3. The Council of Elders, if in at least three-fourths agreement about the candidate's eligibility, shall present information about the candidate and his family (if applicable) and evidence for his biblical qualifications to the membership at least one month before the scheduled vote of affirmation.

iv. Any objection to the man's appointment should be brought to two or more Elders privately, who shall then relay that information to the Council of Elders. If no objections are received, or if such objections are found to be insufficient for disqualification by the Council of Elders, the candidate shall be presented to the membership for a vote.

v. The Council of Elders shall determine the number of Deacon candidates needed.

E. Call by the Church

The annual election of Deacons shall be held during the week starting the first Sunday of December. Newly elected Deacons shall begin their terms of office on January 1. The members shall elect Deacons (1) by ballot upon recommendation of the Council of Elders and (2) by two-thirds vote of approval in an election with at least 20% of the membership of the church voting. Their term of office shall be for three years. At the expiration of two consecutive terms, Deacons shall not be eligible to serve for at least one year.

F. Organization

- i. The Deacons shall annually elect a Chairman, Vice Chairman, and Secretary to act for the ensuing year.
- ii. Under the oversight of the Council of Elders, the Deacons shall collectively organize themselves however they determine to be best to achieve the mission of the church. The Deacons shall designate specific Deacons or groups of Deacons to specialize in particular diaconal functions, including those listed in Section 3 (B) of this article.
- iii. An absolute majority of the Deacons shall constitute a quorum. The Deacons are responsible for establishing and following their own procedural rules as to frequency and manner of meetings and other internal procedural matters. The Deacons shall present the procedures and designated functions of the Deacons to the Council of Elders for approval no later than January 31 each year. The Deacons shall report their work to the Council of Elders as requested.

Section 4 - REMOVAL

A. Resignation

Elders or Deacons may resign their office at any time if they find they are no longer qualified, able, or willing to discharge the duties of the office.

B. Grievance

- i. Where a grievance exists against an Elder or Deacon due to teaching contrary to the Articles of Faith of LHBC or to alleged conduct unfitting an Elder or Deacon, such grievance may be brought before the Council of Elders by any two members in good standing. If the Council of Elders, after thorough investigation and consideration, believes the grievance to be true and substantial, the Council of Elders may suspend the Elder or Deacon from his duties. The call of the Elder or Deacon may then be terminated at any business meeting upon the recommendation of the Council of Elders when supported by closed ballot of a majority of those members of the church present and voting at such meeting. Oral notice of any such meeting, stating its object, shall be given from the pulpit on the two successive Sundays preceding the meeting. Notice shall also be given by mail (electronic or otherwise) to the membership at least two weeks before the meeting.
- ii. If the call of any staff Elder is terminated, employment of the staff Elder is also immediately terminated.
- iii. The terminated Elder or Deacon also may be subject to church discipline as a member.

C. Lack of Reaffirmation

If a non-staff Elder is not reaffirmed according to Section 2 (F) of this article, his call is terminated.

ARTICLE VIII. CHURCH PROPERTY

Section 1 - USE OF THE CHURCH BUILDINGS

The church's buildings and facilities were provided through God's benevolence and by the sacrificial generosity of church members. The church desires that its facilities be used for the fellowship of the Body of Christ and to bring God glory. While we do make our facilities available for use by church members based upon availability, the church's buildings and facilities are not open for use by the public for loan, rental, or for private events.

Facility use will not be permitted to persons or groups holding, advancing, or advocating beliefs or practices that conflict with the church's faith or moral teachings, which are summarized in, among other places, the church's constitution and bylaws. Nor may church facilities be used for activities that contradict or are deemed inconsistent with the church's faith or moral teachings.

Because God has ordained marriage and defined it as the covenant relationship between a man, a woman, and Himself, LHBC will only recognize marriages between a man and a woman, in accordance with the LHBC Articles of Faith. Therefore, the facilities and property of LHBC shall only host weddings between one man and one woman, at least one of which is a member in good standing of the LHBC. The Council of Elders is the final authority concerning use of church facilities, in accordance with the provisions of the constitution and policies of LHBC.

This restricted facility-use policy is necessary for two important reasons. First, the church may not in good conscience materially cooperate in activities or beliefs that are contrary to its faith. Allowing its facilities to be used for purposes that contradict the church's beliefs would be material cooperation with that activity and would be a grave violation of the church's faith and religious practice (2 Cor 6:14; 1 Thess 5:22). Second, it is very important that the church present a consistent message to the community, and that the church staff and members conscientiously maintain that message as part of their witness to the Gospel of Jesus Christ. Allowing facilities to be used by groups or persons who express beliefs or engage in practices contrary to the church's faith would have a severe, negative impact on the message that the church strives to promote. It could also cause confusion and scandal to church members and the community because they may reasonably perceive that by allowing use of our facilities, the church agrees with the beliefs or practices of the persons or groups using its facilities.

Therefore, in no event shall persons or groups who hold, advance, or advocate beliefs, or advance, advocate, or engage in practices that contradict the church's faith, use any church facility. Nor may church facilities be used in any way that contradicts the church's faith. This policy applies to all church facilities, regardless of whether the facilities are connected to the

church's sanctuary, because the church sees all of its property as holy and set apart to worship God (Col 3:17).

Section 2 - REPAIR, SALE, AND PURCHASE

The members shall have sole authority by majority vote to sell, mortgage, or otherwise encumber the real estate of the church at a meeting of the church called for that purpose, notice thereof having been given from the pulpit at two consecutive Sunday morning services immediately preceding the meeting.

Major repairs, additions, and alterations shall be referred to the church membership.

ARTICLE IX. ADDITIONAL ADMINISTRATIVE POSITIONS AND PERSONNEL

Section 1 - GENERAL STATEMENT

The appointed positions of the church shall be Church Clerk, Treasurer, Missionary Treasurer, Financial Secretary, Teacher, and Moderator. These shall be appointed by the Council of Elders for one-year terms. The appointments may be Deacons or from the church at large. They shall be members of high Christian character and maintain standards of separation from worldliness.

Section 2 - CHURCH CLERK

It shall be the duty of the Church Clerk to keep exact record of all business meetings of the church. The Clerk shall keep a complete register of the members, shall make out all letters of dismissal, and conduct such correspondence as may be directed by the Council of Elders.

Section 3 - MODERATOR

Duties:

1. He shall preside at all regular and special business meetings of the church.
2. In his absence the church shall choose a moderator pro tem.
3. He shall appoint all committees not otherwise designated.

Section 4 - CHURCH TREASURER

The Church Treasurer shall pay, from the church funds, regular bills and salaries as approved, providing that funds collected for a specific purpose shall be disbursed accordingly. The Church Treasurer shall keep a true and fair book of accounts and shall make a full report to the Council of Elders at its regular meetings, to the Deacons as requested, and to the church at its regular and annual business meetings.

Section 5 - MISSIONARY TREASURER

The Missionary Treasurer shall disburse all monies designated for missionary purposes in accordance with the missionary budget of the church, the action of the Council of Elders, or as designated by an individual donor, provided it does not conflict with any policy of the church, in which case the gift shall be returned to the donor. The Missionary Treasurer shall keep a true and fair book of accounts and shall make a full report to the Council of Elders at its regular meetings, to the Deacons as requested, and at the annual business meeting of the church.

Section 6 - TEACHER

Teachers shall be responsible for biblical teaching not in contradiction with the Articles of Faith of LHBC.

Section 7 - FINANCIAL SECRETARY

- A. As soon as possible after the election of officers, the Deacons shall appoint one of their number and one from the church at large to act as financial secretaries in the counting of all church monies received. A record of all monies shall be kept, and all monies shall be deposited to the church account in a bank selected by the Deacons for disbursement by the Treasurer. This will permit an accurate audit of the Treasurer's books.
- B. It shall be the duty of the Financial Secretaries to keep a record of offerings and names or numbers of individual givers. They shall also see that each member is supplied with offering envelopes.

Section 8 - CHOIR

Those singing in the Adult Church Choir shall be members of the church and living consistent Christian lives.

Section 9 - AUXILIARIES

Any course of action by an auxiliary organization of the church or Sunday school shall be subject to review by the Council of Elders and approval by the church.

ARTICLE X. AMENDMENTS

This constitution may be amended at any regular business meeting of the church or at a meeting called for that purpose by a two-thirds vote of eligible voting members present, provided notice of such an amendment shall have been given from the pulpit of three consecutive Sundays preceding the meeting.